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From the Director

First, thanks for all the contributions with articles and pictures, please continue to send your input as we like sharing the good news of "What's Happening" across Navy F&ES.

We were deeply saddened to learn of the passing of Abdur-Raheem As-Siddiq, Director of Marine Corps Fire & Emergency Services, a fire service professional, mentor, a leader, and most importantly, a brother. You will be missed; we have the watch.



Special thanks to Ed McCue, Retired Assistant Fire Chief, Philadelphia Naval Shipyard, for alerting us that we did not list Firefighter Robert "Tim" Staepel as a Navy F&ES Line of Duty Death. Firefighter Staepel, Navy Region Mid-Atlantic, Philadelphia Naval Shipyard passed away on 25 Nov 2005.

Additionally, we discovered another omission from our Navy F&ES Line of Duty Death list. Assistant Fire Chief Gurney Edwards was killed on 17 Sep 1943 at NAS/NOB Norfolk, when there was a large weapons detonation. Fire Station #2 has a plaque commemorating the sad event. We have contacted the DoD Military Firefighter Heritage Foundation to request their names be added to the DoD firefighter memorial. Our sincere condolences to the families and the extended Navy F&ES families.

Earlier this month we were pleased to take delivery of two new apparatus at NSA Naples. In an effort to improve in-service rates, reduce time for parts, and provide fire apparatus that is easier to repair for our LN mechanics, we purchased a pumper and a medium rescue truck manufactured by a European vendor on a common European chassis. We will run some pictures and specifications in our next newsletter. This has been a multi-year project, and we wanted to say thanks to all of the EURAFCENT F&ES and NAVFAC partners who helped with the specifications and contracting actions. We expect to expand the project for additional procurements.





I am happy to report we are obtaining required SECNAV approvals to fill our Navy F&ES vacant positions. The recent delays have resulted in many vacancies across many Navy installations. Region Chiefs are fully engaged in starting the hiring process. Contact installations to determine the status of the hiring on USAJobs or Direct Hire.

Planning is underway for a Region Fire Chiefs meeting in early Nov in the Norfolk area. Likewise, we are considering an event for retired Navy F&ES members to come together for an afternoon/evening event ... look for more info as we firm up schedules.

Thanks to all our Navy F&ES Teams and members who serve, *Protecting Those Who Defend America*.





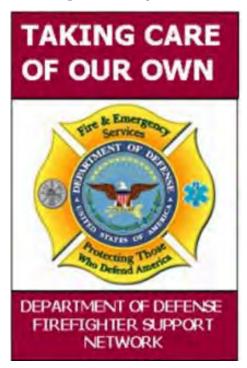
Last Alarms

The USFA reported 63 line of duty deaths in 2025. The following line of duty deaths were reported since our last issue:

Christopher Brown Northwood, NH	Jairus Hodge	Ruben Romero	J. Hank Hester
	Port St. Lucie, FL	Portland, OR	Grand Canyon, AZ
Ed Margavich	Jason McGlone	Brian Hatt	Lucas Gehlhausen
Bristol, PA	East Branch, NY	Raywick, KY	Celestine, IN
Raymond Moreau	Jonathan Ashworth	Douglas Thompson	Stephen Scott
Plainville, CT	DeRidder, LA	Marietta, OH	Houston, TX
Nicholas Van Dam	Amie Lee	Preston Fant	



Taking Care of Our Own



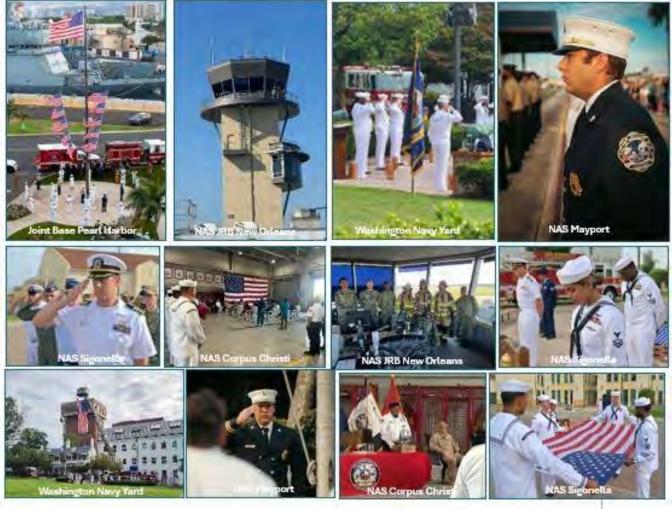
The Taking Care of Our Own Program was launched in October 2004 to provide a support network for federal civilian members of the DoD Fire & Emergency Services family. The Program provides a simple, systematic, DoD- wide means to help members in crisis who have exhausted their leave. The program alerts all members across DoD that a fellow member is suffering from a personal or family (medical) crisis and has been approved for Volunteer Leave Transfer Program. Each member is asked to donate at least one hour of annual leave to the member in crisis so they can focus on recovering rather than worrying about loss of the paycheck (the result of running out of leave).

There are currently ZERO Department of Defense civilian firefighters enrolled in the Taking Care of Own Program.

Fire Chiefs, please make sure your people understand the availability and benefits of this long-standing program



















































































Back in the Day: Naval Air Station Minneapolis

By Tom Shand, photos from the collection of the Extra Alarm Association

The term Hook and Ladder truck can trace its roots back to the early days of firefighting when horse drawn vehicles carried an assortment of ground ladders to rescue people from upper floors and large metal hooks that would be used to pull down walls of buildings to prevent fire spread from adjoining buildings. During the early 1920's as motorized apparatus became more prevalent several manufacturers including American Lafrance and Seagrave were producing quad apparatus which combined the City Service ladder equipment with a fire pump, booster tank and hose bed to provide a multi-purpose vehicle. The quad apparatus became quite popular with both municipal and military fire departments as these vehicles could provide both engine and ladder company service from a single piece of apparatus.



During October 1928, the Ninth Naval District established a reserve training base at Wold-Chamberlain Field that is today the Minneapolis-St. Paul airport. In 1943, the installation was re-designated as Naval Air Station Minneapolis with two separate flight training areas. The main base in Minneapolis provided crew housing, training and support activities including fire protection. An auxiliary airfield, NAAF Fleming was established, along with additional hangers and other projects to

support the training conducted for new Naval personnel.

At the outset of World War II fire apparatus manufacturing was dedicated to support the various branches of the military with very few units produced for municipal fire departments. Those few communities which protected industrial complexes that were producing materials to support the war effort were granted exemptions, with all vehicles built without chrome, brass or any bright work, making for a stark appearance when compared to today's vehicles.

Seagrave Fire Apparatus of Columbus, Ohio during World War II produced over 79 quads for the military with the majority of these delivered to the U.S. Navy for use at installations around the world. During 1942, one of these units was delivered to the Naval Air Station in Minneapolis. The Seagrave quad was designated model 66-E7 and was powered by a V-12 gas engine rated at 185 horsepower and built on a 263-inch wheelbase. Most of the Seagrave quads were built without doors and a fold down windshield which provided few creature comforts for the driver and officer.



These vehicles were built with Seagrave designed 750 gpm pumps that were completely built within the Seagrave factory



with small 100-gallon water tanks. During that time period Seagrave build their own wooden truss ground ladders and the typical ladder compliment consisted of a 50-foot extension ladder, two 35-foot extension ladders, 20-, 24- and 28-foot straight wall ladders, 12- and 16-foot roof ladders together with a 16-foot baby bangor ladder.



Other Seagrave quads were assigned to the Brooklyn Navy Yard, Mare Island Naval Shipyard along with the Naval Academy which operated both a Seagrave and American Lafrance quads. The NAS Minneapolis quad was assigned property number 73-00028 and was equipped with a top mounted generator, flood lights and two sections of hard sleeve on the left side of the apparatus. In later years this rig served along with twin 1960 GMC 750 gpm engines built by Howe Fire Apparatus.

Prior to the installation closing during 1971 the U.S. Navy contracted with the Minneapolis Fire Department to provide fire protection with the GMC Howe engines assigned to Engine 13 and Engine 24. Eventually quad apparatus fell out of favor and were replaced with 65- and 75-foot aerial ladders as communities expanded with the post war housing boom.

Recognizing Career Milestones





Firefighter Christopher Branch (NAS Oceana) and Captain Jesse Baker (JEB Little Creek) were recognized for 25 years of federal service. That is two and a half decades they have contributed to the defense of our country. We not only thank them for their service but we acknowledge District 3 is better for it.



Navy Earns Two DoD F&ES Awards

The Department of Defense Fire and Emergency Services (F&ES) supports the Department in safeguarding and advancing vital national interests and assures military readiness and resilience. The F&ES community, comprising both military and civilian firefighters, provides a critical pillar of support to military installations and defense communities in the United States and abroad, and serves as the first line of defense for emergency response.



DoD announced the recipients of the 2024 DoD F&ES Awards on 2 May 2025. These annual awards recognize the outstanding accomplishments of its fire departments, fire officers, firefighters, and fire service instructors in their service roles at military installations. DoD F&ES leadership selected nine winners from a total of 40 highly deserving nominees to honor with this recognition.

Highlights of the Navy winner's 2024 accomplishments, demonstrating their tireless efforts to strengthen the Department's mission preparedness and emergency response, are below:



Fire Department of the Year, Small Category: Naval Submarine Base Kings Bay, Georgia

Responded to a fourplex structure fire in base housing by containing the fire, rescuing three victims, and preserving \$3 million in property value. The department hosted 130 sub-fire events, 16 validation exercises, and 32 exchanges of command that trained 2,400 personnel for a total of 8,000 hours. The department also saved a life by executing a submarine confined space rescue with an 18-inch gap extraction and a three-story high-angle lift.

Civilian Firefighter of the Year: Stevan Ames, Naval Station Mayport, Florida

Served as the medical officer during a ship fire, managing triage and rehabilitation, treating five firefighters for smoke inhalation, and medically assessing 100 responders. Firefighter Ames taught Tactical Emergency Casualty Care, instructing 40 hours of tactical environment medical care to more than 300 Florida National Guardsmen to improve combat readiness. He also created the curriculum for and led the EMT/paramedic recertification program, including teaching 75 critical classes and certifying 28 first responders, boosting medical care by over 50-percent.



Congratulations to the 2024 DoD F&ES Awards winners for their outstanding accomplishments and valiant efforts to forward the Department's goals of ensuring mission readiness, protecting our warfighters, and supporting healthy and resilient defense communities. To find out more, visit the DoD F&ES Awards website at: https://www.acq.osd.mil/eie/emr/fes/index.html.



Caudle Takes Helm as 34th Chief of Naval Operations

Admiral Daryl Caudle assumed the duties as the 34th Chief of Naval Operations (CNO) during an assumption of office ceremony, attended by over 300 Department of Defense (DoD) senior leaders, distinguished guests and families at the Washington Navy Yard in Washington D.C., Aug. 25.

The CNO is a member of the Joint Chief of Staff and serves as an advisor to the President of the United States, the National Security Council, the Homeland Security Council, and the Secretary of Defense and is responsible for the command, utilization of resources, and operating efficiency of worldwide naval forces and shore activities.

"As I step into the role as your 34th Chief of Naval Operations, I do so with great pride, immense gratitude, and an absolute focus on the mission ahead," Caudle said in a video to the Fleet, released shortly before the ceremony.



During the ceremony he further discussed his priorities of Sailors, operational readiness and fleet modernization.

"The Sailor will be front and center in my vision throughout my tenure as CNO – hands down, no exception," said Caudle during the ceremony. "To ensure that they are ready to fight and win decisively–today, tomorrow, and well into the future—we will view everything we do we through an operational lens focused on three priorities: the foundry, the fleet, and the way we fight."

CNO's video message to the Fleet was released and is available here: https://www.youtube.com/watch?v=4WDgh66edoo

It runs about 4 mins and highlights the Foundry, Fleet and the way we fight.



"THE WHOLE NINE YARDS"

No, it's not a football term! The phrase originally referred to old-fashioned, square-rigged ships with 3 masts. Each mast had 3 sails hanging from the yard arms. When all the sails were up, the whole 9 yards were on display. (BONUS: And, if they spotted another boat, they'd raise all their flags and pennants to identify themselves, and pass with flying colors!)



Turning up the Heat

Photos by MC2 Unique Byrd



Camp Lemonnier Fire & Emergency Medical Services led a vehicle fire simulation training exercise, showcasing advanced firefighting techniques and operational readiness. Our French partners were present to observe and engage in a knowledge exchange, enhancing collaborative learning and joint preparedness. These regular training exercises ensure our crews remain mission-ready, sustain base operations, and maintain essential certifications.







The Janitor Who Taught Generals

"Lessons in Respect and Influence from the Most Unlikely Mentor"

I was recently reminded of a story I read many years ago: one that's stuck with me ever since. It came back to mind after a conversation at a recent event. I was speaking with someone who, at first glance, seemed quiet and unassuming. But as the conversation unfolded, I discovered he had built a multi-state business from the ground up and left a significant legacy, not that he ever mentioned it himself. It only came out by chance

In today's world, that kind of humility is rare. We live in a time where noise is often mistaken for influence, and leadership is too often measured by platform, followers, or spotlight. We're quick to elevate charisma over character and overlook the people who are quietly doing the work, day after day, without asking for recognition. That's why the story of Bill Crawford, a janitor at the U.S. Air Force Academy in the late 1970s, still resonates so powerfully. He was a man most cadets walked past without a second thought. Until one day, they discovered he wasn't just the janitor. He was a Medal of Honor recipient. A war hero. And more than that, a man whose quiet presence embodied the kind of leadership we desperately need more of today.

In a culture that prizes visibility, his story is a reminder: the people with the deepest impact are often the ones you never see coming.

About the Story:

"A Janitor's Ten Lessons in Leadership" was written by Colonel James E. Moschgat, then Commander of the 12th Operations Group at Randolph Air Force Base, Texas. The story recounts his time as a cadet at the U.S. Air Force Academy in the late 1970s, where he and his classmates unknowingly crossed paths with a living legend,

William "Bill" Crawford, a World War II Medal of Honor recipient who served humbly as their squadron janitor.

Moschgat's reflection, originally circulated in military leadership circles and, later, widely reprinted with permission, outlines ten timeless leadership lessons inspired by Crawford's quiet integrity and example. It continues to serve as a powerful reminder that titles don't define leadership: character does.

To most cadets at the USAF Academy in the late 1970s, he was simply "the janitor." He moved slowly, spoke sparingly, and cleaned tirelessly. He didn't wear rank. He didn't seek attention. And for a long time, he was invisible.

Until one day, he wasn't

What unfolded next is one of the most powerful reminders I've come across in four decades of public service: leadership isn't always about who gets the credit, it's about who shows up with character, who quietly raises the bar for everyone around them, and who leaves a legacy, not through titles, but through integrity. It's a story that should be required reading for anyone who aspires to



lead, influence, or simply make a difference. Because in a world that often celebrates noise, Bill Crawford's legacy reminds us of the quiet power of presence. And if you think leadership is about position or pedigree, this might just change your mind.

You can learn a lot about leadership sitting in a classroom. You can study strategy, structure, and theory. But every once in a while, life gives you something better, an example.

Bill Crawford was one of those examples. He wasn't a guest speaker. He didn't teach a course or wear a rank that demanded attention. In fact, most cadets at the USAF Academy in the late 1970s barely noticed him at all. He was just the janitor. Quiet. gray haired. Kept to himself. Moved a little slowly. Cleaned up the messes 100 young cadets left behind. But one day, everything changed.

One cadet, Col. James Moschgat, who would later command the 12th Operations Group, was reading a book about World War II and stumbled across a story. It described an incredible act of bravery on a hillside in Italy. A young private, William Crawford from Colorado, had charged a series of enemy positions under withering fire and single-handedly took them out. For that act, he was awarded the Medal of Honor.

The name caught his attention. William Crawford. Could it be? He brought the book to Mr. Crawford on Monday morning and asked. The janitor looked at the page, then quietly said, "Yep. That's me." Just like that. No pride. No drama. Just a man confirming a fact from his past.

And just like that, the cadets' view of Bill Craw ford shifted.

They started greeting him with respect. They invited him to squadron events. The same man they had passed by a hundred times suddenly became someone they wanted to know. He hadn't changed, they had. Be cause for the first time, they saw what had been right in front of them all along: a quiet man of character who led by example. Bill Crawford didn't ask to be followed.

He didn't teach leadership, he lived it. With humility. With consistency. With dignity. And he taught an entire generation of future officers what real leadership looks like, not



with a lecture, but with a mop in his hand and purpose in his steps. That moment pulled back the curtain on what real leadership looks like. Mr. Crawford wasn't just mopping floors, he was shaping lives. He didn't give lectures on character, he lived it. He didn't wear his heroism on his sleeve, he wore it in his posture, his humility, and his relentless work ethic.



What followed was a transformation. Not in Bill Crawford, but in the cadets. Their eyes had been opened. And when they finally saw him, really saw him, they realized they had been in the presence of greatness all along. They had been walking past their most powerful leadership lesson every day.

Throughout my journey, I've had the opportunity to meet a lot of people, leaders from every walk of life. Some built businesses from nothing. Others led through crisis. Some shaped entire cultures without ever stepping on a stage. Many have done great things. But here's what I've noticed over and over again: you often wouldn't know it unless you took the time to look a little deeper.

The most impactful people rarely walk in and lead with their résumé. They don't feel the need to list off accomplishments or talk about the deals they've closed, the battles they've fought, or the titles they've held. They lead with presence. With humility. With substance. And it's only after real conversation, when the masks come off and the stories start to unfold, that you realize just how much they've carried and how many lives they've touched.

It's in those moments that you realize: real greatness doesn't have to announce itself. It just shows up. It serves. It builds. It leaves things better than it found them. What I've come to understand is this: true leaders don't need to prove anything.

They don't chase applause. They're not driven by ego. Their impact comes not from how many people know their name, but from how they consistently live out their values, whether anyone's watching or not.

And here's the part that matters; when their story finally comes out, when you hear what they've actually done, you're not just impressed. You're moved. Because it's not

just what they accomplished that stands out. It's how they did it. The way they carried themselves. The quiet strength behind the scenes. The integrity they never had to advertise. That's the kind of leadership we need more of today. Leadership that's grounded. Humble. Steady. Not the kind that walks in needing to be seen, but the kind that others never forget once they've seen it.

What We Can Learn From Bill Crawford

Don't Let the Uniform Fool You

Bill Crawford was "just a janitor," until he wasn't. How often do we miss greatness because we're too focused on appearances?

Respect Isn't Given by Title—It's Earned by Character

He didn't wear rank. He didn't need to. The way he treated others, and carried himself, did the talking.

A Little Courtesy Goes a Long Way

A nod. A smile. A greeting. When we take the time to see others, we remind them, and ourselves, that everyone matters.

Look Closer. There's More to the Story.

Leadership isn't always loud or obvious. The people you're walking past might be carrying stories that could change your life if you stop to listen.

Heroes Don't Always Wear a Badge or Stripes

Sometimes the bravest among us aren't in command, they're just quietly doing what needs to be done, with courage and heart.

Real Leaders Don't Need a Spotlight

Bill Crawford didn't talk about what he had done. He didn't have to. His humility said more than any résumé ever could.



Glory Is Fleeting. Excellence Is a Choice.

It's not about medals or headlines. It's about doing the job, any job, with pride and purpose.

If It's Beneath You, You're Not Ready to Lead

When a Medal of Honor recipient can clean toilets without complaint, no task is beneath any of us. Every Day Teaches, If You're Paying Attention Textbooks didn't teach the cadets this lesson. Bill Crawford did. Sometimes the most powerful classroom is life itself





Leadership Crucible

focus on fostering

positions.

Foundation to reshape

future leadership with a

courage, empathy and

humanity in leadership

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Chief B's Key Leadership Takeaways

Never Underestimate Quiet Influence – Leadership doesn't need a stage, sometimes the greatest impact is made behind the scenes.

Respect Has Nothing to Do With Rank – Every role matters. How we treat people in those roles reveals who we are.

Character Shines When No One's Looking - Bill Crawford didn't need recognition to lead. He simply did his job, with excellence and integrity.

Legacy is Built Daily - We don't always know who's watching, but how we show up, consistently and humbly, can shape others more than we realize.

True Leaders Serve First - The most powerful leaders lead by example, not command. They serve others because it's who they are, not what they're asked to do

Final Thought

The story of Bill Crawford should stop every one of us in our tracks. It's a reminder that real leadership isn't always where we expect it, and that tunnel vision can cause us to miss the very people who are shaping culture, lifting others, and modeling excellence.

So, ask yourself: Who's mopping your leadership blind spot? And maybe more importantly, are you the kind of leader someone else might be overlooking, leading in a way that's quietly impactful, but going unnoticed?

"Some of the most powerful leaders are the ones no one notices, until their example changes everything.



Understanding Interior Finish Requirements

By Mark Weil, Retired Assistant Chief of Fire Prevention, Navy F&ES Hall of Fame #51



Historically, many large fires in the United States resulting in loss of lives involved buildings with multiple deficiencies, including the lack of exits and highly combustible interior

finishes.

The interior finish and trim of a building are the exposed interior surfaces such as ceilings, walls, partitions, columns, floor finishes, wainscoting, paneling, decorative and acoustic and insulating materials. Interior finish can affect and contribute to fire development by:

- Increasing the rate of flashover.
- Contribute to fire extension.
- Adding fuel to intensify the fire.
- Contribute to smoke and toxic gases in fire development phase.

To develop a good understanding of interior finish requirements it is helpful to understand the elements of testing these finishes.

The purpose of testing is to determine a material's flame spread and smokedeveloped indexes when exposed to a controlled flame. The ASTM E84/UL723 Tunnel Test is the standard method for classifying interior wall and ceiling finishes. This test was developed by A.J. Steiner, a former engineer at Underwriters Laboratory.

A sample of the material is placed in a test chamber and exposed to a gas flame to determine the surface burning characteristics of building materials. The rate of flame spread of the test material is compared to asbestos cement board (rated at 0) and red oak (rated at 100). The higher rating has the potential for a greater hazard. The three physical characteristics that are measured during the test include: flame spread, smoke development (or smoke density), and fuel that contributes to the fire.

Materials are categorized into Class A, B, or C based on their flame spread and smoke development indexes:

- Class A: 0-25 flame spread index.
- Class B: 26-75 flame spread index.
- Class C: 76-200 flame spread index.
- Materials must also meet a smokedeveloped index of 450 or less.

Fire Inspectors and Plans Reviewers should refer to NFPA 1 with Navy Amendments, chapter12 section 12.5, Interior Finishes. This standard outlines acceptable interior finishes, section 12.5.3 for interior walls and section 12.5.3.2 for interior floor finishes. It is critical to review and enforce all aspects of section 12.5.

When we talk about assembly occupancies there are further regulations relating to interior finishes. Ceiling and wall materials must be Class A, B, or C in general assembly areas with an occupant load of 300 or fewer, general assembly areas with an occupant load of more than 300, interior wall and ceiling finishes must be Class A or B in corridors and lobbies. Interior finish materials in enclosed stairs must be Class A.

Having a good understanding of the many aspects of interior finish requirements can ensure fire-safe environments within buildings. Recognizing these elements effectively can help avoid future large loss of life fires.



Last Alarm: Abdur-Raheem As-Siddiq

It is with a heavy heart that we mourn the passing of Abdur-Raheem As-Siddiq, the Director of Marine Corps Fire & Emergency Services, a fire service professional, mentor, a leader, and most importantly, a brother.

Siddiq, had a passion for the fire service, and commitment to protecting Marines, families, and communities. He served with strength, honor, and inspired everyone who had the privilege of knowing him.

You will be truly missed, my brother—but your legacy, leadership, and impact will continue to live on through the lives you touched and the countless people you guided along the way.

Rest easy, we have the watch



In Memoriam, TJ Maury



We pause to remember Chief Thomas "T.J." Maury. It has been two years since he was taken but his impact on our department and community continues to be felt.

Chief Maury (aka Batman) was a leader, a mentor, and a friend whose dedication to the fire service set the standard for all of us. His legacy lives on in the men and women who carry forward the values he instilled.

Gone but never forgotten

Belle Chasse firefighter battling cancer gets help from 'Returning the Favor'



Never a Dull Moment

Sometimes it's a structure or brush fire ... sometimes it's a medical call ... and sometimes it's a sheared fire hydrant!

Thanks to the hard work from Truck 11, Engine 12, and NAVFAC ... they were able to shut off the water supply.

It's never a dull day at Federal Fire Department San Diego!



Around the Firehouse

NAS Corpus Christi



Please join us in congratulating Captain B. Riggins on being named NAS Corpus Christi (NASCC) Fire Officer of the 3rd Quarter of 2025!

Captain Riggins has demonstrated exceptional leadership, dedication, and professionalism in serving NASCC Fire & Emergency Services.

His commitment to the mission and his crew sets the standard for excellence in our department. Well deserved, Captain Riggins!

Naval Station Norfolk

Big congratulations to Captain Andy Backowski on being selected the Naval Station Norfolk Junior Civilian of the 3rd Quarter for 2025. Captain Backowski is assigned to District 1, Ladder 11 at Fire Station 1.

His leadership and management of the district's EMS program has impacted multiple installations. Well deserved, and job well done!



NSA Naples



NSA Naples F&ES, in partnership with the U.S. Naval Hospital Naples EMT Program, proudly recognizes ABH1 Reiver Rodriguez for achieving his National Registry EMT (NREMT) certification.

To mark this accomplishment, he was presented with an honorary stethoscope and an NREMT challenge coin—symbols of his dedication and readiness to provide life-saving care to our community.

Please join us in congratulating ABH1 Rodriguez on this outstanding milestone

A man can make what he wants of himself if he truly believes that he must be ready for hard work and many heartbreaks. —Thurgood Marshall



We're Never Really Off-Duty

NAS JRB Fort Worth Firefighter Edwin Rodriguez was heading to the grocery store to prepare for his next shift when he spotted smoke billowing from a neighbor's garage. Without hesitation, he told his wife to call 911 and rushed to warn his neighbors about the fire.

As the city fire department responded to the scene, Edwin and another off-duty firefighter alerted nearby residents and cleared vehicles from the home's front, ensuring the fire trucks had plenty of space to park. When the first fire engine arrived, Edwin jumped in, helping deploy a handline and connect a supply hose from the engine to a hydrant. Firefighter Rodriguez's courage and quick actions kept his





Heroism in Action



neighbors safe in a dangerous situation.

IAFF Local F-25 proudly recognizes Supervisory Firefighter Captain B. Ballard for his courageous actions while traveling off duty. During a recent flight, a passenger went into cardiac arrest mid-air. Without hesitation, Captain Ballard stepped in, providing life- saving measures, including CPR.

Through his training, professionalism, and quick response, Captain Ballard was able to help the passenger regain a pulse before landing, a true testament to his dedication as a firefighter, EMT, and public servant.

Captain Ballard's actions exemplify the highest standards of our profession; selflessness, readiness, and

the commitment to protect life wherever and whenever the need arises. His heroism is a reminder that firefighters are never truly "off duty."

Please join us in commending Captain Ballard for his outstanding service and life-saving actions.

"True heroism is remarkably sober, very undramatic. It is not the urge to surpass all others at whatever cost, but the urge to serve others at whatever cost."

– Arthur Ashe



Project Fire Buddies: A Special Bond at NAVSTA Great Lakes

Navy Region Mid-Atlantic Fire & Emergency Services (District 10) is located at Naval Station Great Lakes, Illinois. The department is committed to community outreach, exemplified by its partnership with Project Fire Buddies, a nonprofit organization that supports children battling critical and terminal illnesses. Project Fire Buddies connects local firefighters with children in their communities with critical or terminal illnesses, providing visits during birthdays, holidays, or whenever a child could benefit from a positive interaction. The program helps foster long-term relationships between fire departments and

families who may need support.

District 10 officially became a chapter of Project Fire Buddies in 2022. The partnership expanded the department's involvement on base while offering a unique opportunity to make a



direct impact in the life of a young boy, Liam.

Liam, known to his family as "Maverick", was diagnosed with acute lymphoblastic leukemia at 18 months old, which required three years of treatment. Now in remission, Liam's recovery highlights the importance of medical support and family care. His father, an instructor at Naval Station Great Lakes, has witnessed his son's progress and advocates for his son as a source of encouragement to others.

For the firefighters at Naval Station Great Lakes, Liam and his sister Charlotte are considered part of the

station. His visits are an opportunity to engage with the firefighters during birthdays, holidays, or regular visits. During these visits, Liam's presence provides a chance for the firefighters to interact and build connections with the community they serve.

The relationship between Liam and the firefighters is grounded in mutual respect and shared experiences. This bond is built through consistent engagement, where the firefighters have witnessed Liam's growth and achievements throughout his treatment and recovery.

Community outreach programs like Project Fire Buddies serve as a reminder that service extends beyond emergency response. For District 10, this partnership contributes to the overall mission

of supporting and connecting with the community. The collaboration has further strengthened District 10's role, offering tangible benefits to both the fire department and the families it serves.

While Liam began as a "Fire Buddy," he is now a recognized member of the Navy Region Mid-Atlantic Fire & Emergency Services team. His story demonstrates the impact that a dedicated, community-focused approach can have on both individuals and the larger community.





TSP Tips for Retirees

From www.tsp.gov

Figuring out how to spend your savings is no easy task. It can be hard to predict how often, how long, and how much you'll need to withdraw even if you're confident that you've saved enough to live comfortably.

What are the TSP's withdrawal options for retirees again?

Remember that when you retire, you don't have to do anything with your TSP account immediately. Indeed, among participants who left federal service at age 62 or older, more than one-third haven't taken any withdrawals after three years.

But whenever you're ready, the TSP has several options for your retirement income. Just log in to My Account at tsp.gov and select "Withdrawals and Rollovers Out."

Installments: You can choose to receive monthly, quarterly, or annual payments from your account. These can be either a fixed dollar amount (\$25 minimum) or you can have us calculate the amount based on your life expectancy. To view potential installments without committing to them, log in to My Account at tsp.gov and select "Model Installments" from the "Withdrawals and Distributions"

Partial distribution of a specified amount: If you need additional amounts now and then, you can request separate payments of at least \$1,000. There's no limit on partial distributions after you've left federal or uniformed service even if you're receiving installments.

Annuity purchase: You can use some or all of your account balance to buy a life annuity through our outside vendor. If you opt for an annuity, you give up control of the money used to buy it (for example, you will no longer be able to choose how the money is

invested) in exchange for guaranteed lifelong monthly payments.

Total distribution:
You can withdraw
your entire account
balance as cash or as
a rollover to another
plan, effectively
closing your TSP account.



How do I decide between them?

The combination of options that you choose depends on your individual situation. Even if you've been withdrawing for years, it never hurts to reassess whether your approach is still working for you. For example, some participants choose to take partial TSP withdrawals as needed during the first few years after retirement. Others prefer the flexible and regular income of installment payments based on a fixed dollar amount, which they can change at any time.

Participants often ask about choosing between installment payments based on life expectancy or an annuity from our outside provider. Installments allow you to receive payments from your TSP account while retaining control of your savings, so you can adjust the amount and frequency of your withdrawals, change your investments, roll money in, or take partial withdrawals if needed over time. However, installments continue only as long as you have a balance in your TSP account, while annuities guarantee lifelong income. For an idea of what annuity payments might look like, visit our annuity calculator.



How should I think about Roth vs. traditional money when it comes to making withdrawals?

There isn't a set formula to determine which choice is best for everyone, and your decision may change as your needs vary over time. Here's the big difference between the two:

You'll need to pay taxes on any withdrawals from your traditional balance (except for any contributions made from tax-exempt pay earned while serving in a combat zone).

"Roth" means you've already paid taxes on your own contributions, so they are tax-free when withdrawn. If you meet certain IRS conditions, then the earnings in your Roth balance are tax-free too.

If you have both traditional and Roth money in your account, you can specify that your withdrawal should come only from your traditional money, only from your Roth money, or proportionally from both

As one example, you can choose to have installment payments come from your traditional money first or from your Roth money first. You might decide to draw from your traditional balance first, so that your Roth balance can continue to grow tax-free and to help you meet any IRS required minimum distribution (RMD) amounts, since those only come from your traditional balance. Or, if you are near the top of your tax bracket and want to avoid crossing into a higher one, you might choose to withdraw more Roth money first (or proportionally from both) to avoid raising your taxable income. When you run out of money in your chosen source (traditional or Roth), installments will continue from the remaining source.

Remember: These are just examples, a tax advisor can help tailor these ideas to your individual situation.

How much is tax withholding on the different withdrawal options?

As we noted, when you take money out of your TSP account, you will owe taxes on any traditional contributions and the earnings they have accrued. You will also owe taxes on the earnings in your Roth balance if you haven't met certain IRS conditions.

While the TSP does not withhold for state or local taxes, here's what the IRS requires in federal tax withholding. (We send amounts withheld for federal income tax directly to the IRS in your name and also report them to you on Form 1099-R each year.) With certain types of payments, you may request that a different percentage be withheld. Usually, you'll have the option to do this when submitting your withdrawal request in My Account.

Installments: If you're taking installments of a fixed dollar amount, then it depends on how long they will last based on your account balance. If they're set to last for less than 10 years, then there is 20% federal tax withholding. The IRS does not allow you to decrease withholding, but you can increase it. If your installments are set to last for 10 years or more (or if they're based on your life expectancy), then the federal withholding is equivalent to what the IRS withholds for unmarried tax filers with 0 exemptions. You can decrease or increase it though.

Partial or total distributions: Federal tax withholding is 20%. You can increase withholding, but you cannot decrease it.

This is only a brief summary of tax information. For more detail about tax rules such as which payments are eligible for rollovers see our booklet <u>Tax Rules about TSP Payments</u>



Firefighters Unite at Annual Friendship Banquet in Tokyo

By CFAY F&ES Deputy Fire Chief Arnel C. Dorn





Over 276 attendees from fire departments across Japan and the United States gathered at the New Sanno Hotel for the 23rd Annual Friendship Banquet, hosted by CNRJ Fire & Emergency Services.

The event celebrated the long-standing partnership between U.S. and Japanese emergency services, with Masters of Ceremony Sean Rutledge and Masahito Ogasawara welcoming guests to an evening themed around friendship, unity, and professional collaboration.

The evening began with a moving Fallen Firefighter Ceremony, honoring those who made the ultimate sacrifice in the line of duty.



Regional Fire Chief Pete Sorensen gave the bi-lingual opening remarks, followed by the introduction of distinguished guests including Chief Kouki Sasaki, Director General of the Yokohama Fire Bureau, and numerous fire chiefs from across both nations.

One of the night's highlights was the recognition of Drill Master Shinji Yuasa as the 2024 Navy Fire Service Instructor of the Year, praised for his leadership

and impact on international fire training efforts.

The event also featured cultural entertainment by Chidori Ren, a traditional Awa-Odori dance team, and concluded with a Japanese sanbon-jime closing ceremony, symbolizing unity and mutual respect.

In his keynote speech, Chief Sasaki emphasized the strength of the U.S. & Japan fire service partnership and called for continued cooperation through joint drills and shared training.

"Beyond borders, we share the same mission to protect and serve," said Sasaki.

As the banquet came to a close, guests left with commemorative towels and memories of an evening that honored tradition, celebrated excellence, and reinforced a vital international alliance.



New Engine "Pushed In" at NAS Corpus Christi



Over the past few weeks, our firefighters worked extremely hard to determine equipment location and mounting for better efficiency and effectiveness, hours of training on the operation of the new apparatus to provide the highest level of fire



protection for our community. Plus it's always nice to have a vehicle with that special new car smell. Well done!



Naval Air Station Corpus Christi Fire & Emergency Services formally added the newest truck to its fleet during a "Push-In" ceremony at Fire Station 1. A fire department "Push-In" ceremony is a tradition that dates back to the 1800s, when fire apparatus were horse-drawn. Back then, after returning from a fire, the horses could not back the wagon into the station. Firefighters would unhitch the horses and physically push the fire wagon back into the bay. Today, departments honor that history when they accept a new fire truck or engine. The ceremony usually includes a dedication and blessing of the new apparatus.

Video: https://www.facebook.com/share/v/1GvNin78m8/





CPR/AED Training at Naval Weapons Station Seal Beach



Naval Weapons Station (NWS) Seal Beach Fire Department proudly delivered a lifesaving American Heart Association (AHA) CPR/AED training course to our base partners. The training was led by Acting Captain Brian Henriquez, Firefighter Sarah Will, and Firefighter Chad Mohr, who brought their expertise, professionalism, and passion for service into the classroom.

Throughout the day, attendees received both classroom instruction and hands-on practice with CPR mannequins and AED trainers. The instructors emphasized the importance of early recognition, rapid response, and coordinated teamwork

during medical emergencies. Students were also reminded that the first few minutes of an incident are often the most critical, and that the skills they practiced could make the difference between life and death for a coworker, family member, or community member.

By offering this training, NWS Seal Beach Fire & Emergency Services continues its mission of building resilience across the installation and ensuring our partners are prepared to act in times of crisis. The training not only improves individual confidence but also strengthens the overall emergency response posture of the base.

A special thank you is extended to Acting Captain Henriquez, Firefighter



Will, and Firefighter Mohr for taking the time to share their knowledge and demonstrate the Navy Fire Department's commitment to readiness, safety, and community partnership. Their dedication ensures that our installation is better prepared to meet emergencies head-on and reinforces the department's role as a trusted resource for lifesaving training and support.

CNRMA Promotes New Supervisory Captain



We are proud to announce the promotion of Firefighter Cory Simmons to the rank of Supervisory Captain.

He will be assigned to Fire Station 7, Naval Air Station Oceana.

Please join us in congratulating Captain Select Simmons on this well-earned milestone.



Commanders in Turnout Gear

By Dr. Rich Gasaway

I recently read, with great interest, a very long thread on Facebook about whether or not an incident commander should wear turnout gear at a fire scene. As my focus and passion is improving first responder situational awareness, I would like to address this issue from that perspective.

The feedback on Facebook was, as expected, all over the place with some participants saying the commander should be in turnout gear. Some said the commander should not be in turnout gear. And some displayed the typical (and expected) disdain for management and saying the chiefs should just stay in their offices. Editorial comments lacking maturity aside, the question of whether an incident commander should wear turnout gear is one I field often during my Fifty Ways to Kill a First Responder program so I thought I'd take the matter up here.

There are, essentially, two fundamental issues at hand:

- 1. Should the incident commander be close enough to the hazards to require turnout gear?
- 2. Should the incident commander set the example for others by wearing turnout gear?

Command Location

The location of the commander and his or her proximity to the hazards should dictate the need for the structural firefighting protective ensemble. If the commander is going to be close enough to require gear for protection, then gear should be worn. That one seems simple. But should the incident commander be that close to the action? That question perhaps gets more to the heart of the issue. Speaking from the perspective of brain science and situational awareness, there are some fundamental things to know before this can be debated:

- 1. By definition, an incident commander must be far enough back from the action to be able to see the big picture incident in order to develop and maintain situational awareness.
- 2. The cognitive demands (i.e., brain capacity) needed to command an emergency incident with multiple companies working are enormous. In many instances, these demands use all the commanders' brain capacity.
- 3. A commander who is close to the action may feel compelled to become 'handson' which can impact his or her ability to command. Being hands-on causes the commander to be task oriented, not big picture oriented. Being hands-on also requires some of the commander's limited cognitive capacity (brain power) to perform the hands-on task. This can diminish the commander's ability to process and comprehend important command-level information.
- 4. Under stress, people become creatures of habit (see the earlier article entitled "Creatures of Habit"). If a commander has spent years serving as a hands-on firefighter (and let's hope he or she has), under stress there may be a compelling urge to perform hands-on activities. Being close to the action and being donned in the protective gear may be enough to facilitate hands-on action. It's a psychological thing.



In the seat or in the street?

I also get asked an awful lot about whether the commander should be situated in a vehicle or outside a vehicle. This is a hotly debated topic. Those who command from inside a vehicle (I'll call them seat commanders) have a list of reasons why they prefer to be located there. Likewise, those who command from outside a vehicle (I'll call them street commanders) also have a list of reasons why they prefer to be located in the street.

I am not the one to serve as the judge on where best to command from. First and foremost, I'd say command from where you are most comfortable... from the position that taps and uses your command abilities and intuition to their fullest. I will, however, make some observations based on my research and interviews with experienced commanders.

Seat Commander Advantages

- 1. The commander will be in a physical position that will likely reduce distractions and interruptions which are significant barriers to situational awareness.
- 2. The commander will be exposed to less noise which can improve the ability to hear radio traffic, improving situational awareness.
- 3. The commander will not be in a position to become hands-on, which improves the dedication of cognitive resources to the act of commanding which improves situational awareness.
- The commander is in an environment of controlled light and temperature.
 Diminished environmental comforts can impact situational awareness.

5. The commander is in an environment that improves access and use of technology such as mobile data computers, command boards and worksheets. Data management improves situational awareness.



Street Commander Advantages

- The commander is able to provide faceto-face instructions to scene personnel.
 This can reduce miscommunications and improve situational awareness.
- 2. The commander is mobile and able to physically see more of the incident. Capturing more clues and cues can improve situational awareness.
- 3. The commander is in a physical position to use more senses to prompt intuition which can improve situational awareness.
- 4. The commander is in a position to directly observe the physical stress and fatigue of personnel which can improve situational awareness.
- 5. The commander is in a position of increased stress which, to some degree, can heighten awareness and improve performance.



My Personal Experience

I have commanded from both positions (seat and street) and have experienced, firsthand, the advantages, and disadvantages of each.

Early in my career, I was a street commander and there was nothing anyone could have said to convince me otherwise. There was no way I was ever going to go sit in a car during a structure fire. I would have been so out of my element that I would have gone crazy. My comfort was being in and among the action.

However, as time passed and I was introduced slowly to the concept of being a seat commander and the advantages it provided to my effectiveness. I saw a marked improvement in my ability to hear my radio, in the reduction of distractions, in my ability to keep track of my personnel and (very importantly) my inability to think ahead of the incident. As reluctant as I was at first, I developed comfort and preference for being a seat commander.

Notwithstanding the occasional chiding I took from firefighters who thought sitting in the comfortable car while they were out in the elements was wimpy, I think they appreciated how my location directly impacted their safety.

Dr. Gasaway's Advice

If you are the incident commander, wear turnout gear at the right times and for the right reasons. This includes while working in an environment where your health and wellness might be adversely impacted if you were not in turnout gear.

Wearing turnout gear to set an example is not a good explanation for why an IC should don gear that can be hot and uncomfortable. Let a football coach be an example. The coach stays on the sidelines and coaches the team to success. The coach does not wear the uniform of the players. The coach does not need a helmet and shoulder pads to be effective. In fact, it might impede effectiveness.

Players who have the mindset that leaders set poor examples by not wearing gear are struggling with understanding the role of the commander. A commander who feels he or she must wear turnout gear to set a good example may be struggling to understand the role of the commander as well.

On a side note, many times when firefighters die in structure fires, the commander is performing hands-on activities... not commanding in a position to see the big picture.



Dr. Gasaway is widely considered to be one of the nation's leading authorities on human error, situational awareness and high-risk decision-making processes. His work has been chronicled in more than 450 books, book chapters, journals and website articles and he has delivered over 4,000 presentations to 100,000+ first responders, business leaders, industrial workers, medical providers, utility workers and military personnel worldwide. Dr. Gasaway served 30+ years in fire, EMS, rescue and emergency management and he held

positions of firefighter, EMT-paramedic, lieutenant, captain, assistant chief and fire chief in 6 emergency service organizations in West Virginia, Ohio and Minnesota.

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ESAMS Corner

CY 2025 Statistics

(01 January - 31 August)

Operations



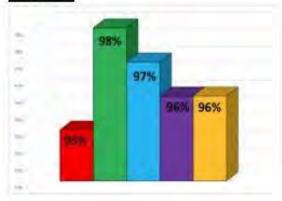
Rescue & EMS	16,808
Hazardans	5,164
False Alarm	9,230
Service Calls	3,061
Good Intent	3,806
Fires	1,065
Total	39,134

Prevention



Fire Public Ed Classes	2,777
Hot Work Permits	17,450
Inspections	21,682
Building Evacuation Drills	2,922
Total	44,831

Training



EMS	97%
Proficiency	95%
Emergency Management	98%
Safety	96%
DoD Certification	96%

Mishaps Reported: 23 Total Lost Work Days: 5







Navy F&ES Life Saving Awards

CY25 to date:

- 143 Life Saving Award certificates awarded, 24 lives saved
- Certificates awarded in the past 30 days are:

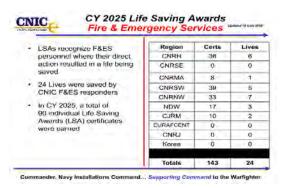


Provider	Region	LSA Award#	Incident Type
Firefighter/AEMT Eric Mccalister	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/EMT Coley Ruiz	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/EMT Parker Michaels	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/EMT Nathan Truitt	CNRNW	2	Cardiac Arrest - PAD use
Driver/Operator Brock Carroll	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/EMT David Harker	CNRNW	2	Cardiac Arrest - PAD use
Firefighter/EMT Tyler Johnson-Cryder	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/EMT Brenden Kimball	CNRNW	1	Cardiac Arrest - PAD use
Firefighter/Paramedic Brandon Shimamura	CNRH	5	Cardiac Arrest
Firefighter/AEMT Michael Calloway	CNRH	3	Cardiac Arrest
Supervisory Firefighter/EMT John Scanlan	CNRH	4	Cardiac Arrest
Lieutenant Robert McGrath	CNRH	2	Cardiac Arrest
Firefighter/EMT Noah Leong	CNRH	1	Cardiac Arrest
Firefighter/EMT Andy Toyama	CNRH	1	Cardiac Arrest
Firefighter/EMT Kipp Tanaka	CNRH	4	Cardiac Arrest
Firefighter/Paramedic Kameron Aceret	CNRH	3	Cardiac Arrest
Firefighter/Paramedic Lane Natori	CNRH	2	Cardiac Arrest
Driver/Operator Joshua Chandler	CNRH	1	Cardiac Arrest
Firefighter/EMT Carlos Taranto	CNRH	2	Cardiac Arrest
Firefighter/EMT Carter Lai	CNRH	1	Cardiac Arrest
Firefighter/EMT Keanu Rosales	CNRH	1	Cardiac Arrest
Firefighter/Paramedic Dean Mizukami	CNRH	6	Cardiac Arrest - PAD use
Firefighter/AEMT Raymund Manuel	CNRH	6	Cardiac Arrest - PAD use
Lieutenant/EMT Ronald Wong	CNRH	1	Cardiac Arrest - PAD use
Driver/Operator Caleb Barrett	CNRH	1	Cardiac Arrest - PAD use
Firefighter/EMT Alex Vaomu	CNRH	1	Cardiac Arrest - PAD use

LSA Point of Contact: Adam Farb by email: adam.d.farb.civ@us.navy.mil or by phone: (202) 685-0712.



Provider	Region	LSA Award #	Incident Type
Firefighter/EMT Eijah Kainao	CNRH	1	Cardiac Arrest - PAD use
Firefighter/Paramedic Jonathan Zink	NDW	6	Cardiac Arrest
Firefighter/EMT Peter Piech	NDW	1	Cardiac Arrest
Captain Michael Malpass	NDW	1	Cardiac Arrest
Firefighter/EMT John Terrell	NDW	4	Cardiac Arrest
Firefighter/EMT Jake Sobieski	NDW	1	Cardiac Arrest
Firefighter/EMT James Huh	NDW	1	Cardiac Arrest
Battalion Chief Joseph Ferrara	NDW	2	Cardiac Arrest
Training Officer William Bartenfelder	NDW	1	Cardiac Arrest
Fire Inspector Joshua Sherwood	NDW	5	Cardiac Arrest
Fire Inspector Lyle DeShaw	NDW	2	Cardiac Arrest
Fire Inspector Jody Sealey	NDW	3	Cardiac Arrest
Fire Inspector Daniel Brockwell	NDW	2	Cardiac Arrest
Firefighter/Paramedic Joshua Sneathen	NDW	2	Cardiac Arrest - PAD use
Firefighter/EMT Zachary Dearing	NDW	1	Cardiac Arrest - PAD use
Firefighter/EMT Tiffany Santos	JRM	1	Cardiac Arrest
Firefighter/EMT Earl Lorenzo	JRM	1	Cardiac Arrest
Captain Robert Heine	CNRSW	3	Cardiac Arrest
Firefighter/EMT David Wallace	CNRSW	2	Cardiac Arrest
Firefighter/EMT Spencer Awford	CNRSW	2	Cardiac Arrest
Firefighter/EMT Christina Fecteau	CNRSW	3	Cardiac Arrest
Firefighter/EMT Peyton D'Andrea	CNRSW	3	Cardiac Arrest
Firefighter/EMT Joshua Parmenter	CNRSW	2	Cardiac Arrest
Captain Mark Miller	CNRNW	8	Cardiac Arrest
Firefighter/EMT Michael Stevens	CNRNW	2	Cardiac Arrest
Firefighter/EMT Kristopher Edwards	CNRNW	1	Cardiac Arrest
Firefighter/EMT Theodore Saxe	CNRNW	2	Cardiac Arrest





Navy F&ES Legacy







Annual Awards Season Opens

IMPORTANT NOTICE

Attention The 2025 Navy Fire & Emergency Services Annual Awards season is upon us. Please continue to work on the award packages for your firefighters, EMTs, paramedics, chiefs, and fire stations. Also, please take the time to consider your nominations for the next class of Hall of Fame inductees and Lifetime Achievement Award candidates. Award packages are due *no later than* Feb. 1, 2026.

You may contact Gary by email: gary.m.easley.civ@us.navy.mil or by phone: (202) 433-7744.

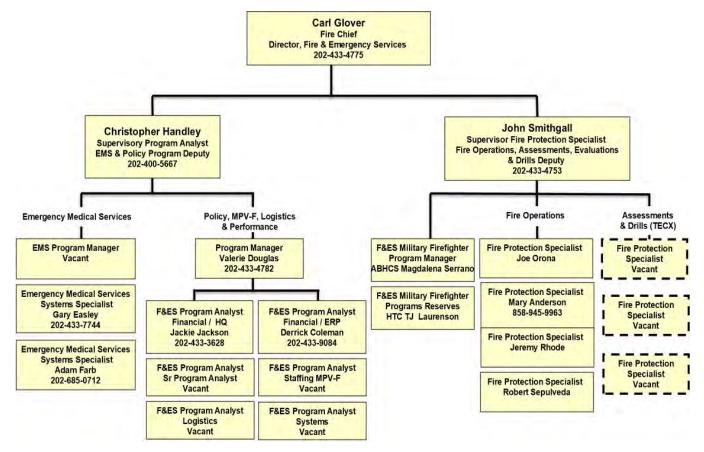




Navy Fire & Emergency Services

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To read past issues of *What's Happening*, the Navy Fire & Emergency Services newsletter, visit https://www.cnic.navy.mil/FES-Newsletter

To submit stories and photos to *What's Happening*, send an e-mail to Director, Navy F&ES, Carl B. Glover at carl.b.glover.civ@us.navy.mil

